

INL SITE STABILIZATION AGREEMENT

DEPARTMENT OF ENERGY
IDAHO NATIONAL LABORATORY
IDAHO FALLS, IDAHO

Appendix A, Classification, Wages & Benefits

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APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>ASBESTOS WORKERS / HEAT & FROST INSULATORS (Effective 06/01/18 – 05/31/19)</u>						
Journeyman	\$ <u>35.09</u>	\$ <u>-0-</u>	\$ <u>7.63</u> (a,b,c)	\$ <u>6.37</u>	\$ <u>0.40</u> (d)	
General Foreman	Wage rates are negotiated between the Contractor and the Foreman - usually \$1.50 to \$2.00 over the mechanics wage rate - 5% minimum.					

(a) Defined Pension Fund: \$ 5.51

(b) Individual Pension Fund:

Class II	\$ <u>2.00</u>
Class III	\$ <u>3.00</u> *
Class IV	\$ <u>4.00</u> *
Class V	\$ <u>4.45</u> *

* If an Employee is listed in Class III through V, then the difference in the Individual is deducted from the Employee's base rate.

(c) Occupational Health: \$ 0.12

DEDUCTIONS

(d) Total contribution to the Apprenticeship Fund is Eighty cents, (\$.80) for each hour worked for workers covered under this agreement. The Apprenticeship Fund is funded by a co-contribution of forty cents (\$.40) Employer contribution and forty cents (\$.40) Employee contribution which is deducted from the employee's taxable gross wages.

(e) Dues Checkoff (per hour):	\$ <u>6%</u>
(f) Political Action Checkoff:	\$ <u>0.01</u>

REQUIRED TOOL LIST:

Basic Tools: Tape measure; knife; bull nips; scissors
 Secondary Tools - Insulation Workers employed in the trade longer than three (3) months:
 Pointing trowel; tin snips, aviation snips - left, right and straight; keyhole or compass saw; rubber bands or springs; chalk box with chalk; mallet or beater; paste brush; tool kit or bag pouch; dividers; punch or awl; screwdrivers; paltry lacing needle (hook); mitre chart; flat trowel; hand saw; large rubber gloves.

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<u>BOILERMAKERS</u> (Effective 06/01/18 – 05/31/18)						
Journeyman	\$ <u>37.25</u>	\$ <u>3.00</u> (c)	\$ <u>15.03</u> (a)	\$ <u>8.57</u>	\$ <u>1.84</u> (b)	
Ass't Foreman	\$ <u>38.71</u>	\$ <u>3.00</u> (c)	\$ <u>15.03</u> (a)	\$ <u>8.57</u>	\$ <u>1.84</u> (b)	
Foreman	\$ <u>40.16</u>	\$ <u>3.00</u> (c)	\$ <u>15.03</u> (a)	\$ <u>8.57</u>	\$ <u>1.84</u> (b)	
General Foreman	Rate to be negotiated					

(a) (a) Pension Fund: \$ 14.03 straight time; \$ 21.05 time and one-half; \$ 28.06 double time.
and
National Annuity Fund: \$ 1.00 straight time; \$ 1.50 time and one-half; \$ 2.00 double time.

(b) Apprenticeship Fund: \$ 1.50
MOST Training Fund: \$ 0.34

(c) Vacation trust payments are to be at straight time hours worked and at the applicable overtime rate for hours worked beyond straight time hours.

DEDUCTIONS:

(d) Field Dues Assessment: \$ 6% (calculated on all taxable gross wages, i.e., actual wage plus vacation pay)

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<u>BRICKLAYERS</u> (Effective 06/01/18 – 05/31/19)						
Journeyman	\$ <u>28.49</u> (b)	\$ <u>-0-</u>	\$ <u>7.75</u> (a)	\$ <u>7.53</u>	\$ <u>0.44</u>	
Foreman	\$1.00 per hour over Journeyman rate.					

(a) N.W. Pension:	\$ <u>6.89</u>
Bricklayers Int'l Pension Fund:	\$ <u>0.50</u>
Pension Protection Act (PPA) IPF	\$ <u>0.36</u>

(b) Over 4 continuous hours on a saw will be \$.25 extra per hour

DEDUCTIONS

(c) Working Dues Assessment: \$ 4%

REQUIRED TOOL LISTS

Levels; trowels, jointers; brushes, .brick hammer

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<u>UNION</u>	<u>BASE RATE</u>	<u>CREDIT UNION PROVISION</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>CARPENTERS</u> (Effective 06/01/18 – 05/31/19)						
Group I	\$ <u>27.82</u> (a)	\$ <u>2.40</u>	\$ <u>7.76</u>	\$ <u>5.75</u>	\$ <u>0.58</u>	(b)
Group II	\$ <u>28.17</u> (a)	\$ <u>2.40</u>	\$ <u>7.76</u>	\$ <u>5.75</u>	\$ <u>0.58</u>	(b)
Group III	\$ <u>28.37</u> (a)	\$ <u>2.40</u>	\$ <u>7.76</u>	\$ <u>5.75</u>	\$ <u>0.58</u>	(b)

Foreman: 7% per hour over the Journeyman scale of the classification under his/her supervision.

General Foreman: 12% per hour over the Journeyman scale of the classification under his/her supervision.

(a) \$1.00 for CERTIFIED HAZARDOUS WASTE WORKER wearing a FULLY ENCAPSULATED SUIT OR CHEMICAL SPLASH SUIT when requiring SUPPLIED AIR.

(b) Benefits apply to Journeymen and Apprentices

NOTE: The credit union provision for each hour worked is added to the gross pay and treated as income for tax purposes only. The total amount of the credit union provision is then deducted from the net pay for every hour worked and sent along with the benefit remittance to the Trust Bank with the non-taxed benefits.

DEDUCTIONS:
(Effective 06/01/12)

Dues Checkoff - 4% of the base dispatched rate, converted to cents per hour.

(Deducted from wages – paid monthly by the fifteenth (15) day of the month following the month in which they are deducted

GROUP DEFINITIONS

<u>GROUP</u>	<u>DEFINITION</u>
1	Carpenter, Floor Layer, Shingler, Drywall Applicator and Installer of metal studs, metal framing, acoustical material, metal partitions, porcelain and enamel and metal panels, Marlite and rigid or flexible plastic laminates, weatherstripping and insulation, lather, HAZARDOUS WASTE WORKER.
2	Saw filer, Stationary Machine Operator, Piledriverman, Bridgeman, Wharf Builder, Automatic PileThreader, HAZARDOUS WASTE WORKER.
3	Millwright and Machine Erector, Piledriverman's Boom Man, HAZARDOUS WASTE WORKER.
4	Diver, HAZARDOUS WASTE WORKER.

REQUIRED TOOL LIST:

1 Claw Hammer, 16 oz.; 1 16' tape; 1 8-point handsaw; 1 combination square; 2 nail sets; 1 chalk box, 100'; 1 plumb bob; 1 24' or 28' level; 1 framing square R100B or equal; 1 18" pry bar; 1 12" wrench adjustable; 1 7" vise grip; 1 tool box with lock; and 1 pair carpenter overalls or belt.

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<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>CEMENT MASONS</u> (Effective 06/1/18– 05/31/19)						
Group I	\$ <u>22.91</u> (a)	\$ <u>2.50</u>	\$ <u>9.54</u>	\$ <u>8.25</u>	\$ <u>0.30</u>	
Group II	\$ <u>23.28</u> (a)	\$ <u>2.50</u>	\$ <u>9.54</u>	\$ <u>8.25</u>	\$ <u>0.30</u>	
Foreman		Working Foreman shall receive one dollar (\$1.00) per hour over the highest classification of Cement Mason supervised.				
General Foreman		Salary negotiated between man and contractor.				

(a) \$1.00 for CERTIFIED HAZARDOUS WASTE WORKER wearing a FULLY ENCAPSULATED SUIT OR CHEMICAL SPLASH SUIT when requiring SUPPLIED AIR.

NOTE: The Vacation Fund provision for each hour worked is added to the gross pay and treated as income for tax purposes only. The total amount of the Vacation Fund provision is then deducted from the net pay for every hour worked and sent along with the benefit remittance to the Trust Bank with the non-taxed benefits.

DEDUCTIONS:

(Effective 01/01/05)

Dues Checkoff - \$0.55 per hour for all hours worked

(Deducted from net wages)

GROUP DEFINITIONS

GROUP

DEFINITION

- 1 Journeyman Cement Mason, (including, but not limited to, hand chipping and patching; all types grouting and pointing of all concrete construction; screed setting including screed pins; dry packing of all concrete including Embecco; plugging and filling all voids, etc., concrete construction; waterproofing of concrete with Thoroseal or similar materials), **HAZARDOUS WASTE WORKER.**

- 2 Cement Mason (Magnesite, terrazzo and mastic composition, two component epoxies; Clary and similar type screed operator; sandblasting of concrete for architectural finishes only; power shipping and bushhammer; all color concrete work; power trowel operator; power grinder operator; gunite and composition floor layer, **HAZARDOUS WASTE WORKER.**

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<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>IRONWORKERS</u> (Effective 06/01/18 – 05/31/19)						
Journeyman	\$ <u>28.42</u>	\$ <u>-0-</u>	\$ <u>7.25</u>	\$ <u>7.00</u>	\$ <u>1.00</u>	(a)
Foreman	\$ <u>31.95</u>	\$ <u>-0-</u>	\$ <u>7.25</u>	\$ <u>7.00</u>	\$ <u>1.00</u>	(a)
General Foreman	\$ <u>34.01</u>	\$ <u>-0-</u>	\$ <u>7.25</u>	\$ <u>7.00</u>	\$ <u>1.00</u>	(a)

(a) Annuity Fund
Ironworkers & Apprentices: \$ 6.00 per hour

DEDUCTIONS:

(c) Savings Bond Deduction: \$ 25.00 minimum per week
Requires approved payroll deduction authorization form

(d) Dues Checkoff: \$ 5% of gross wages
(Effective 10/22/12)

REQUIRED TOOL LIST:

Pliers; hammer; rule; belt.

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<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>TRAINING FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>LABORERS</u> (Effective 06/01/18 – 05/31/19)						
Group I	\$ <u>29.08</u> (a)	\$ -0-	\$ 4.75 +(b&c)	\$ 6.32	\$ 0.35	
Group II	\$ <u>29.22</u> (a)	\$ -0-	\$ 4.75 +(b&c)	\$ 6.32	\$ 0.35	
Group III	\$ <u>29.40</u> (a)	\$ -0-	\$ 4.75 +(b&c)	\$ 6.32	\$ 0.35	
Group IV	\$ <u>29.60</u> (a)	\$ -0-	\$ 4.75 +(b&c)	\$ 6.32	\$ 0.35	
Group V	\$ <u>29.69</u> (a)	\$ -0-	\$ 4.75 +(b&c)	\$ 6.32	\$ 0.35	
Group VI	\$ <u>30.14</u> (a)	\$ -0-	\$ 4.75 +(b&c)	\$ 6.32	\$ 0.35	
Group VII	\$ <u>30.61</u> (a)	\$ -0-	\$ 4.75 +(b&c)	\$ 6.32	\$ 0.35	
Group VIII	\$ <u>29.78</u> (a)	\$ -0-	\$ 4.75 +(b&c)	\$ 6.32	\$ 0.35	
Group IX	\$ <u>29.77</u> (a)	\$ -0-	\$ 4.75 +(b&c)	\$ 6.32	\$ 0.35	
Group X	\$ <u>29.78</u> (a)	\$ -0-	\$ 4.75 +(b&c)	\$ 6.32	\$ 0.35	

Foreman: 7% per hour over the Journeyman scale of the classification under his/her supervision.
General Foreman: 12% per hour over the Journeyman scale of the classification under his/her supervision.

- (a) \$1.00 for CERTIFIED HAZARDOUS WASTE WORKER wearing a FULLY ENCAPSULATED SUIT OR CHEMICAL SPLASH SUIT when requiring SUPPLIED AIR.
- (b) (~~\$0.13~~) - The Executive Board acknowledges that the Pension Protection Act requires employers contributing to The Idaho Signatory Laborers Trust begin paying a surcharge of 5% (13 cents) per hour worked, effective June 1, 2008, in accordance with notice from the Trust.
- (c) (~~\$1.12~~) - The Executive Board determined that Signatory Employers will increase the contribution rate by \$1.12 (in addition to the above \$0.13) effective September 1, 2008.

DEDUCTIONS:

- (c) Dues Checkoff (Effective 06/01/04) - 2.5% of total package per hour for all hours worked.
(Deducted from net wages)
- (d) 401(k) Plan: (Effective 1/1/99) The Employer shall provide for a voluntary deduction on an individual basis and forward to the employee's designated individual 401(k) account through the administrator of the existing Trust at no cost to the employer. The amounts that may be contributed will be in amounts of .25 cents; .50 cents; \$1.00; \$2.00; or \$3.00 per hour. The participant may change the amount of the contribution each time he/she is dispatched and on the first day of January, April, July or October. Contributions may be stopped at any time.
- (e) Effective 01/01/08 – Organizing Fund - \$0.05 per hour (deducted after taxes from net wages).

GROUP DEFINITIONS
DEFINITION

GROUP

- 1 General Laborers, sloper clearing and grading, form stripper, concrete crew, concrete curing crew (by any means including covering, hardening compound and waterproofing), Carpenter tender, asphalt Laborer, hopper tender, flagman (including pilot car), watchman, heater tender, stake jumper, choker setter, spreader and weighman, power wheelbarrow, scouring concrete, rip rap man (hand placed), fence erector and installer - manual or mechanical (includes the installation and erection of fences, guard rails, median rails, reference posts, guide posts and right-of-way markers), crusher helper, cribbing and shoring (in open ditches), machinery & parts cleaner, leverman - manual or mechanical, demolition - salvage, landscaper, tool room man, janitor, asbestos abatement laborer, **HAZARDOUS WASTE WORKER**.

(LABORERS CONT.)

GROUP DEFINITIONS

<u>GROUP</u>	<u>DEFINITION</u>
2	Chuck tender, drill helper, air tampers, gunite nozzleman tender, pipe wrapper, tar pot tender, concrete sawyer, concrete grinder, signalman, handling cement, dumpman, steam nozzleman, air and water nozzleman (green cutter, concrete), vibrator (less than 4"), pumpcrete and grout pump crew, hydraulic monitor, hydro blaster, HAZARDOUS WASTE WORKER.
3	Pipe layer including sewer, drainage, sprinkler systems and water lines, free air caisson, jackhammer, paving breaker, chipping gun concrete, powderman helper, asphalt raker, gasoline powered tamper, electric ballast tamper, sand blasting, form setter - airport paving, gunman (gunite), manhole setter, hand guided machines such as rotor tillers, trenchers, post hole diggers, walking garden tractors, etc., form setter (highway - curb and gutter), vibrator (4" and over), metal pan installer, cutting torch, HAZARDOUS WASTE WORKER.
4	Hod carrier, mason tender, plasterer tender, mason tender, (concrete), terrazzo-tile tender, HAZARDOUS WASTE WORKER.
5	Highscaler, wagon drill, grade checker, gunite nozzleman, timber faller and buckler, HAZARDOUS WASTE WORKER.
6	Diamond drill, drillers on drill with manufacturers rating 3" or over, certified pipe welder, HAZARDOUS WASTE WORKER.
7	Powderman, HAZARDOUS WASTE WORKER.
8	Underground reboundman, chuck tender, nipper, dumpman, vibrator (less than 4"), brakeman, muckers, bullgang, HAZARDOUS WASTE WORKER.
9	Underground form setter and mover, HAZARDOUS WASTE WORKER.
10	Underground minders, machinemen, timbermen, steelmen, drill doctors, spaders and tuggers, spilling and/or caisson workers, vibrator (over 4"), HAZARDOUS WASTE WORKER.

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<u>OPERATING ENGINEERS (Effective 06/01/18 – 05/31/19)</u>						
Group 1	\$ <u>29.61</u> (a)	\$ <u>-0-</u>	\$ <u>5.60</u>	\$ <u>7.35</u>	\$ <u>0.50</u>	
Group 2*	\$ <u>30.06</u> (a)	\$ <u>-0-</u>	\$ <u>5.60</u>	\$ <u>7.35</u>	\$ <u>0.50</u>	
Group 3	\$ <u>30.72</u> (a)	\$ <u>-0-</u>	\$ <u>5.60</u>	\$ <u>7.35</u>	\$ <u>0.50</u>	
Group 4	\$ <u>30.97</u> (a)	\$ <u>-0-</u>	\$ <u>5.60</u>	\$ <u>7.35</u>	\$ <u>0.50</u>	
Group 5*	\$ <u>31.65</u> (a)	\$ <u>-0-</u>	\$ <u>5.60</u>	\$ <u>7.35</u>	\$ <u>0.50</u>	
Group 6*	\$ <u>31.94</u> (a)	\$ <u>-0-</u>	\$ <u>5.60</u>	\$ <u>7.35</u>	\$ <u>0.50</u>	
Group 7*	\$ <u>32.58</u> (a)	\$ <u>-0-</u>	\$ <u>5.60</u>	\$ <u>7.35</u>	\$ <u>0.50</u>	
Group 8	\$ <u>33.04</u> (a)	\$ <u>-0-</u>	\$ <u>5.60</u>	\$ <u>7.35</u>	\$ <u>0.50</u>	
Group 9	\$ <u>33.49</u> (a)	\$ <u>-0-</u>	\$ <u>5.60</u>	\$ <u>7.35</u>	\$ <u>0.50</u>	
Group 10	\$ <u>33.89</u> (a)	\$ <u>-0-</u>	\$ <u>5.60</u>	\$ <u>7.35</u>	\$ <u>0.50</u>	

Foreman: 7% per hour over the Journeyman scale of the classification under his/her supervision.

General Foreman: 12% per hour over the Journeyman scale of the classification under his/her supervision.

(a) \$1.00 for CERTIFIED HAZARDOUS WASTE WORKER wearing a FULLY ENCAPSULATED SUIT OR CHEMICAL SPLASH SUIT when requiring SUPPLIED AIR.

* **Groups 2, 5, 6, and 7** receive the following **Long Boom pay**:

- A. Crane Booms, 100 ft. to 150 ft., fifteen (15) cents over scale.
- B. Crane Booms, 150 ft. to 200 ft., thirty (30) cents over scale
- C. Crane Booms, over 200 ft., forty-five (45) cents over scale

NOTE: When the Crane Operator receives additional pay for long boom, the Oiler shall also receive such additional pay. In computing the length of the boom on Tower Cranes, they shall be measured from the base of the tower to the point of the boom.

DEDUCTIONS

Union Programs - \$.05 (Five Cents) per hour for all hours worked (Deducted from net wages.)

Effective 12-1-2016

Dues Checkoff: 2% of gross wages

GROUP DEFINITIONS

GROUP

DEFINITION

- 1 Brakeman, crusher plant feeder (mechanical), deckhand, drill helper, grade checker, heater tender, land plane, pumpman, rear chainman, **HAZARDOUS WASTE WORKER.**
- 2 Air compressor, assistant refrigeration plant operator, bell boy, bit grinder operator, blower operator (cement), bolt threader machine operator, broom, cement hog, concrete mixer, concrete saw - multiple cut, discing - harrowing or mulching (regardless of motive power), distributor leverman, drill steel threader machine operator, fireman - all, heavy duty mechanic helper or welder helper, hoist - single drum, hydraulic monitor operator - skid mounted, oiler (single piece of equipment), crusher oiler, pugmixer - box operator, spray curing machine, tractor - rubber tired farm type using attachments, **HAZARDOUS WASTE WORKER.**

- 3 A-frame truck (hydra lift, Swedish cranes, Ross Carrier, hyster on construction jobs), battery tunnel locomotive, belt finishing machine, cable tenders (underground), chip spreader machine (self-propelled), head chainman, hoist - 2 or more drums or tower hoist, hydralift - fork lift and similar (when hoisting), oilers (underground), power loader (bucket elevator, conveyors), rodman, road roller (regardless of motive power), Bobcat, Skid-steer, Tugger, **HAZARDOUS WASTE WORKER**
- 4 Boring machines (earth or rock), quarry master - Joy - tractor mounted, Drills: Churn - Core - Calyx or Diamond, front end or overhead loaders and similar machines - (up to and including 4 yds.) - (rubber tired), grout pump, hydra-hammer, locomotive engine, longitudinal float machine, mixermobile, spreader machine, **GPS grade checker**, tractor - rubber tired - using backhoe, transverse finishing machine, trenching machines, Waggoner Compactor and similar, asphalt spreaders, Groundman on Rotomill, Trenching machine to include ditch-witch (chain type), **HAZARDOUS WASTE WORKER**
- 5 Concrete plant operator, concrete road paver, (dual), elevating grader operator, Euclid elevating loader, generator plant operator - mechanic (diesel electric), post hole auger or punch operator, power shovels, backhoes and draglines - under 3/4 yd., pumpcrete, refrigeration plant operator, road roller (finishing high type pavement), skidder - rubber tired, sub grader, instrument man, multiple station belt line operator, screed operator, **HAZARDOUS WASTE WORKER**
- 6 Asphalt pavers - self-prop., asphalt plant operator, blade operator (motor patrol), concrete slip form paver, cranes - up to and including 50 ton, crusher plant operator, derrick operator, drilling equipment (bit under 8") - (Robbins Reverse Circulation and similar), front end & overhead loader & similar machines (over 4 yds. & including 7 yds.), Koehring scooper, mucking machine (underground), multi-batch concrete plant operator, piledriver engineer, power shovels, backhoes and draglines (3/4 yd. to and including 3 1/2 yds.), **service oiler**, tractor - crawler type - including all attachments, refrigeration plant operator (over 1,000 tons), trimmer machine operator, concrete pump boom truck, all scrapers (up to and including 40 yds.), Asphalt transfer machine (Roadtec, Blawnox or shuttle buggy), Bending machine, Pulverizer, Robotics operator, Rotomill, Threncher machine (wheel or bucket), Vacuum/Super-sucker/Vactor operator, **HAZARDOUS WASTE WORKER**
- 7 Tower Crane operator, cableway operator, continuous excavator (Barber-Greene WL-50), cranes - over 50 ton, dredges, drilling equipment (bit 8" and over) - (Robbins Reverse circulation & similar), fine grader - CMI equivalent, front end & overhead loaders & similar machines - (over 7 yds.), **heavy duty mechanic or welder**, power shovels & draglines over 3 1/2 yds., quad type tractors with all attachments, all scrapers, pulling wagons, belly dumps and attachments (over 40 yds. to and including 60 yds.), multiple scraper units, **HAZARDOUS WASTE WORKER**
- 8 Scrapers - Euclid & similar pulling wagons, belly dumps and attachments (over 60 yds. to and including 80 yds.), Blade/Motor patrol when remote grade controls device is used, Dozer when remote grade control device is used, **HAZARDOUS WASTE WORKER**
- 9 Scrapers - Euclid & similar pulling wagons, belly dumps and attachments (over 80 yds. to and including 100 yds.), **HAZARDOUS WASTE WORKER**
- 10 Scrapers - Euclid & similar pulling wagons, belly dumps and attachments (over 100 yds.), **HAZARDOUS WASTE WORKER**

WORKING CONDITIONS - OPERATING ENGINEERS ONLY

1. Crews on power shovels, draglines, clamshells, whirleys, hammer heads, stifflegs, derricks, backhoes with 360 degree swing, gradalls, cranes and truck cranes shall consist of an operator and oiler or fireman (assistant to operator).

On cranes (25 tons and under) and Oiler shall be optional. If a second man is needed, he shall be an Operating Engineer.

On backhoes and shovels, the Oiler shall be required to be qualified to perform grade checking duties in addition to his duties as an oiler.

By mutual agreement between the Contractor and the Union, one Oiler may be used to service two cranes that

are operating in close proximity to one another. In such cases, the Oiler shall receive the Service Oiler rate of pay.

In special circumstances and other special conditions, size of crane crews may be adjusted providing the parties mutually determine, by conference, the requirements necessary to meet the conditions that prevail. When, in the opinion of the parties, any machine under the jurisdiction of this Union requires an assistant to the Operator, he shall be a man covered by this Agreement and shall be under the supervision of the Operator at all times.

2. All Operators and Oilers on rental equipment, within the jurisdiction of this agreement, shall be permitted to move from job to job as directed by the renter.
3. A compressor operator shall be assigned to attend the compressors on a project where the capacity of the compressors exceeds 1500 cubic feet per minute.
4. Side curtains and fans shall be furnished to protect employees during appropriate periods of weather. Side curtains damaged willfully or by negligence shall be subject to replacement by employees concerned - fair wear and tear expected. Adequate windshield, fenders and/or splash boards will be provided on rubber tired scrapers. A cab and heater will be required on motor patrols.

Rubber tired tractors, scrapers and front-end loaders, when ordered factory new by a contractor after this agreement is signed by the contractor, shall be equipped with cabs and heaters.

5. In the event the crane operator on any project believes that signals given to him by a signalman are dangerously beyond the capacity of the machine or are likely to endanger the lives of other workmen, he may refuse to obey such signals provided he immediately contacts his supervisor and explains the circumstances.
6. This section shall not prevent employees of equipment dealers from performing normal service or repairs to equipment under the terms of a factory warranty. However, such equipment dealers' employees shall be limited to service and repair provided under the standard warranty of the manufacturer or dealer. Where regular mechanics are employed on the job, and warranty mechanics perform warranty work, such work shall be performed on a ratio of one-to-one.

APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>PAINTERS, TAPERS, SOFT FLOOR LAYERS & GLAZIERS</u> (Effective 06/01/18 – 05/31/19)						
	\$ <u>30.29</u>	\$ <u>-0-</u>	\$ <u>5.57</u>	\$ <u>4.40</u>	\$ <u>0.10</u>	

(Effective June 1, 2008)

Foreman 7% per hour over Journeyman scale of the highest classification under his/her supervision.
General Foreman 12% per hour over Journeyman scale of the highest classification under his/her supervision.

DEDUCTIONS:

- (a) Dues Checkoff: 4% of gross wages.
(Effective 10/01/96)

REQUIRED TOOL LIST:

Hammer; broad knife (3" or 4"); putty knife; screwdriver; and 4" duster.

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APPENDIX A
CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>PIPEFITTERS</u> (Effective 06/01/18 – 05/31/19)						
Journeyman	\$ <u>36.95</u>	\$ <u>-0-</u>	\$ <u>8.65</u> (a)	\$ <u>6.60</u>	\$ <u>0.60</u> (b)	
Welder, Nonde- structive Testing	\$ <u>40.52</u>	\$ <u>-0-</u>	\$ <u>8.65</u> (a)	\$ <u>6.60</u>	\$ <u>0.60</u> (b)	
Material Man	\$ <u>40.52</u>	\$ <u>-0-</u>	\$ <u>8.65</u> (a)	\$ <u>6.60</u>	\$ <u>0.60</u> (b)	
Pipe Bender, Process Piping	\$ <u>40.52</u>	\$ <u>-0-</u>	\$ <u>8.65</u> (a)	\$ <u>6.60</u>	\$ <u>0.60</u> (b)	
Detail Man	\$ <u>40.52</u>	\$ <u>-0-</u>	\$ <u>8.65</u> (a)	\$ <u>6.60</u>	\$ <u>0.60</u> (b)	
Foreman	\$ <u>42.16</u>	\$ <u>-0-</u>	\$ <u>8.65</u> (a)	\$ <u>6.60</u>	\$ <u>0.60</u> (b)	
General Foreman	\$ <u>44.95</u>	\$ <u>-0-</u>	\$ <u>8.65</u> (a)	\$ <u>6.60</u>	\$ <u>0.60</u> (b)	

(a) National Pension Fund: \$ 2.45
Idaho Pipe Trades Trust: \$ 6.20

(b) Training Fund: \$ 0.50
U.A. Training Fund: \$ 0.10

DEDUCTIONS:

(c) Idaho State Pipe Trades Assessment Fund: \$ 0.20 per hour

(d) Dues Check-Off (effective 7/1/02) 5.125% of actual hrs. worked, not to exceed 40 hrs. per week, based on the basic Journeyman & Apprentices wage rate.

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CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>ROOFERS</u> (Effective 06/01/18 – 05/31/19)						
Journeyman	\$ <u>21.25</u>	\$ <u>-0-</u>	\$ <u>6.72</u>	\$ <u>9.40</u>	\$ <u>-0-</u>	
Foreman	\$ <u>22.53</u>	\$ <u>-0-</u>	\$ <u>6.72</u>	\$ <u>9.40</u>	\$ <u>-0-</u>	
General Foreman	\$ <u>25.80</u>	\$ <u>-0-</u>	\$ <u>6.72</u>	\$ <u>9.40</u>	\$ <u>-0-</u>	

DEDUCTIONS:

- (a) Dues Checkoff: \$ 1.00 per hour
- (b) Working Assessment: \$ 0.80 per hour

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<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>SHEET METAL WORKERS</u> (Effective 06/01/18 – 05/31/19)						
Journeyman	\$ <u>28.98</u>	\$ (f)	\$ <u>6.22+(d)</u>	\$ <u>9.86</u>	\$ <u>0.89</u> (a)	(+b,c,e)
Foreman	\$ <u>32.28</u>	\$ (f)	\$ <u>6.22+(d)</u>	\$ <u>9.86</u>	\$ <u>0.89</u> (a)	(+b,c,e)
General Foreman	\$ <u>33.93</u>	\$ (f)	\$ <u>6.22+(d)</u>	\$ <u>9.86</u>	\$ <u>0.89</u> (a)	(+b,c,e)

- (a) National Training Fund: \$ 0.12 per hour
Local Training Fund: \$ 0.72 per hour
- (b) \$ 0.02 per hour for each hour worked by each employee is paid to the Sheet Metal Occupational Health Institute Trust.
- (c) 3% of the gross wages calculated on Journeyman Base Rate + Pension Fund +(d) N.W. 401(K) Plan + Health & Welfare is paid to SASMI.
- (d) \$ 0.35 per hour for N.W. 401 (K) Plan
- (e) \$ 0.01 per hour to International Scholarship Fund

DEDUCTIONS:

- (f) Vacation: \$ 1.00 (Vacation is not withheld from Apprentice wages)
PAL: \$ 0.02 (Requires approval of employee)
- (g) Employee Organization Dues: \$ 0.50 per hour worked
(Deducted from gross wages)
- (h) Contractor agrees to allow voluntary deductions into Northwest Sheet Metal Workers Supplemental Pension Trust (401(K) plan of \$0.50, \$1.00, \$2.00, \$3.00, or \$4.00.
Employee must complete and sign a form authorizing these deductions and electing amount to be deducted, upon hire.
Employee must give 30 days written notice of cancellation.
Employee may enter or change deduction on March 1, and September 1, of each year.
- (i) (Effective 1/11/10) Working Assessment Checkoff – 2.75% of gross wages remitted to local union on the 20th of each month.

REQUIRED TOOL LIST:

Snips R. & L.; 1 pr. bull dog snips; 1 set trammel points; 1 small dolly; 1 plumb bob and chalk box; 1 pr. 8" dividers; 1 hacksaw frame; 1 pr. square nose pliers; 1 sheet metal hammer; 1 pr. tongs; 1 6" screwdriver; 1 6" Phillips screwdriver; 1 hand pipe crimper; bench snips (at least Wiss #18); 1 1/8 hand pop riveter; 1 dove tailer; 2 vise grips; 1 12 ft. steel tape; 1 8" crescent wrench; and 1 scratch awl.

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CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPREN- TICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>SPRINKLER FITTERS</u> (Effective 06/01/18 – 05/31/19)						
Journeyman	\$ <u>29.98</u>	\$ <u>-0-</u>	\$ <u>10.22</u> (a+b)	\$ <u>9.67</u>	\$ <u>0.47</u>	
Foreman	\$ <u>32.57</u>	\$ <u>-0-</u>	\$ <u>10.22</u> (a+b)	\$ <u>9.67</u>	\$ <u>0.47</u>	

- (a) NASI: \$ 6.40
 (b) Supplemental Pension Plan: \$ 3.82
 (Fund may be modified by Union)

DEDUCTIONS:

- (c) Dues Checkoff: 5% of gross wages

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CLASSIFICATIONS, WAGES & BENEFITS

<u>UNION</u>	<u>BASE RATE</u>	<u>VACATION FUND</u>	<u>PENSION FUND</u>	<u>HEALTH & WELFARE</u>	<u>APPRENTICESHIP FUND</u>	<u>OTHER (SEE NOTE#)</u>
<u>TEAMSTERS</u> (Effective 06/01/18 – 05/31/19)						
Group 1	\$ <u>27.37</u> (a)	\$ <u>0</u>	\$ <u>6.50</u> (b)	\$ <u>8.85</u>	\$ <u>0.25</u>	
Group 2	\$ <u>28.09</u> (a)	\$ <u>0</u>	\$ <u>6.50</u> (b)	\$ <u>8.85</u>	\$ <u>0.25</u>	
Group 3	\$ <u>28.48</u> (a)	\$ <u>0</u>	\$ <u>6.50</u> (b)	\$ <u>8.85</u>	\$ <u>0.25</u>	
Group 4	\$ <u>28.85</u> (a)	\$ <u>0</u>	\$ <u>6.50</u> (b)	\$ <u>8.85</u>	\$ <u>0.25</u>	
Group 5A	\$ <u>28.48</u> (a)	\$ <u>0</u>	\$ <u>6.50</u> (b)	\$ <u>8.85</u>	\$ <u>0.25</u>	
Group 5B	\$ <u>28.85</u> (a)	\$ <u>0</u>	\$ <u>6.50</u> (b)	\$ <u>8.85</u>	\$ <u>0.25</u>	
Group 5C	\$ <u>29.21</u> (a)	\$ <u>0</u>	\$ <u>6.50</u> (b)	\$ <u>8.85</u>	\$ <u>0.25</u>	
Group 5D	\$ <u>30.22</u> (a)	\$ <u>0</u>	\$ <u>6.50</u> (b)	\$ <u>8.85</u>	\$ <u>0.25</u>	
Group 5E	\$ <u>30.66</u> (a)	\$ <u>0</u>	\$ <u>6.50</u> (b)	\$ <u>8.85</u>	\$ <u>0.25</u>	
Group 5F	\$ <u>31.43</u> (a)	\$ <u>0</u>	\$ <u>6.50</u> (b)	\$ <u>8.85</u>	\$ <u>0.25</u>	

Foreman: 7% per hour over the Journeyman scale of the classification under his/her supervision.

General Foreman: 12% per hour over the Journeyman scale of the classification under his/her supervision.

(a) \$1.00 for CERTIFIED HAZARDOUS WASTE WORKER wearing a FULLY ENCAPSULATED SUIT OR CHEMICAL SPLASH SUIT when requiring SUPPLIED AIR.

(b) Basic Plan of Benefits: \$ 5.83
Program for Enhanced Early Retirement (PEER): \$ 0.67

NOTE: Two or four wheeled power tractor with trailer, i.e., Tournatrailer, Athey Wagon, Terra Cobras, Letourneaus, Westinghouse; DW-10, 20, 21, and 24; 619C and similar type equipment when transporting material loaded by external means; also power boom and similar type trucks when performing work within the Teamster jurisdiction, regardless of types of attachment - Base rate from Group 4 or yardage scale from Group 5, whichever is greater.

GROUP DEFINITIONS

<u>GROUP</u>	<u>DEFINITION</u>
1	Leverman loading at bunkers, pilot car or escort drivers, flat bed - 2 axle and pickup hauling material, water tank truck (1,000 gallons and under), ambulance driver, flat bed - 3 axle, fuel truck (1,000 gallons and under), greaser, tireman, serviceman buggymobile, man haul (shuttle truck or bus), HAZARDOUS WASTE WORKER.
2	Truck helpers, slurry or concrete pumping truck; flat bed using power takeoff, semi-trailer - low boy - up to 96,000 lbs., GVW; bulk cement tanker - up to 96,000 lbs., GVW; fork lift (bull lift, hydro lift); Ross hyster and similar straddle equipment; "A" frame truck (Swedish crane, Iowa 3,000, Hydro-lift); warehouseman - loading and unloading; forklift, HAZARDOUS WASTE WORKER.
3	Water tank truck; fuel truck, over 1,000 gallon; transit mix truck - 0-10 yards; dumptrucks; warehouseman; counterman, shipping; receiving; cardex; distributor or spreader trucks; field tireman - serviceman, snow plow (truck mounted), HAZARDOUS WASTE WORKER.
4	Low boy (96,000 lbs., GVW & over); bulk cement tanker (96,000 lbs., GVW & over); warehouseman general; transit mix truck (over 10 yds.); Turnarocker and similar equipment, HAZARDOUS WASTE WORKER.

- 5A Truck - side, end and bottom dump (0-16 yds. inclusive); **HAZARDOUS WASTE WORKER.**
- 5B Truck - side, end and bottom dump (16-30 yds. inclusive); **HAZARDOUS WASTE WORKER.**
- 5C Truck - side, end and bottom dump (30-50 yds. inclusive); Truck mechanic; **HAZARDOUS WASTE WORKER.**
- 5D Truck - side, end and bottom dump (50-75 yds. inclusive); **HAZARDOUS WASTE WORKER.**
- 5E Truck - side, end and bottom dump (75-100 yds. inclusive); **HAZARDOUS WASTE WORKER.**
- 5F Truck - side, end and bottom dump (over 100 yds.); **HAZARDOUS WASTE WORKER.**

(Footnote #40) Teamster Pension Trust Article XVIII Executive Board 8/21/00
IT IS AGREED by and between each signatory Employer and the International Brotherhood of Teamsters that such Employer hereby subscribes to the various agreements and declarations of trust and policies and procedures of the particular funds into which such Employer will be required to make contributions pursuant to the Idaho National Environmental and Engineering Laboratory Site Agreement, and agrees to be bound thereby and to amendments made or to be made thereto; and authorizes the parties to such trust agreements to name the trustees and successor trustees, and to administer the trusts; and does hereby ratify and accept such trustees and the terms and conditions of said trusts as fully and as completely as if made by each signatory Employer; provided, however, that no amendments or provisions of said trust agreements shall bind the Employer for any financial obligations beyond that set forth in the INL Site Agreement pursuant to which such contributions are made. Said Employer's obligations shall also be considered within and limited by the construction industry exemption of the Employee Retirement Income Security Act ("ERISA"), as amended by the Multiemployer Pension Plan Amendments Act of 1980 ("MEPPA") as long as said Employer is a construction industry employer within the meaning of 29 U.S.C. 1383(b) of ERISA and/or MEPPA. Furthermore, under this Agreement, Employer shall only be obligated to contribute to plans which primarily cover employees in the building and construction industry, or plans which have been amended to provide that the construction industry exemption of Sec. 4203 of ERISA applies.

WORKING CONDITIONS - TEAMSTERS ONLY

1. Whenever a driver is fined, through no fault of his own, because of overload, including maximum weights or load distribution, or faulty equipment, the Employer shall pay all fines assessed against the Employee. If the Employee loses time, he shall be paid for the hours lost at the straight time hourly wage rate.
2. Actual reasonable road expense (meals and lodging receipts required) for Low Boy transport and other drivers will be reimbursed by the Contractor for time spent overnight away from established job site or Contractor headquarters.
3. It is the intent of this Agreement that warehousemen will not drive; drivers will not warehouse. It is also understood that certain situations will merit an overlap of these classifications to avoid gross featherbedding. Any overlap will only be allowed when there is a mutual consent between the Union and the Contractor.